

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Eddie Montgomery
Designation(s): Interim Head of Property Services
Directorate/Service: Environment and Regeneration
Date of Impact Assessment: 9 th October 2022
Name of Proposed Budget Saving ¹ : Central Repairs

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)		X
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		X
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.		

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

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3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age		=	
Disability		=	
Gender Reassignment		=	
Marriage and civil partnership		=	
Pregnancy and maternity		=	
Race		=	
Religion and belief		=	
Sex		=	
Sexual orientation		=	
Other groups to consider <ul style="list-style-type: none"> • Carers 		=	

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>

6. Impact – Fairer Scotland Duty		
What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? <i>Please tick.</i>		
Positive Impact +	Neutral Impact =	Negative Impact -
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.		

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7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6)
<input checked="" type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<input checked="" type="checkbox"/>	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.

Priorities 3 and 4: A reduction in the available Central Repairs Allocation (CRA) will potentially impact the ability to enhance, maintain and protect the Council's core assets including a number of listed buildings and buildings within conservation areas.

The CRA is also more likely to be expended utilising local contractors and the Council's Building Services Unit who are predominantly staffed by employees who are Inverclyde residents. A reduction in available budget will potentially impact the expenditure within the local economy.

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8. Impact – Corporate Plan 2018/22	
Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?	
<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input checked="" type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input checked="" type="checkbox"/>	7. To protect and enhance our natural and built environment
<input checked="" type="checkbox"/>	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
<input checked="" type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <p>Priorities 3, 7, 8 and 9: A reduction in the CRA has a direct impact on the Council’s Building Services Unit and staffing levels as the turnover target of the BSU relies heavily on a large proportion of the CRA budget. However, it should be noted that no reduction in employees within the Property Maintenance Team is currently proposed.</p>	

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As outlined in section 7. above, a reduction in the available CRA will potentially impact the ability to enhance, maintain and protect the built and natural environment and core Councils assets.

The built environment maintained via the CRA also includes a number of heritage assets i.e. listed buildings and buildings within conservation areas.

A reduction in the CRA will also impact Property Services ability to respond to the day to day and planned maintenance requirements of the estate and assets utilised by the communities of Inverclyde also limiting any opportunities of delivering a service that reflects the aspirations of continuous improvement, innovation and effective use of resources.

9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	In the 2022 budget consultation 40% of respondents supported this budget saving proposal.
Research	An enquiry through the Scottish Heads of Property Services (SHoPS) network confirmed that a number of other Councils are considering a reduction in their repair and maintenance budgets.
Officer's knowledge and experience (including feedback from frontline staff)	Knowledge of annual expenditure of the CRA and asset demands including the increasing need for implementation of emergency spend only instruction towards the end of the financial year due to budget pressures/lack of funds.
Equalities monitoring data	

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User feedback (including complaints)	The potential risks associated with a reduction in the CRA include a possible increase in the number of customer reported property defect related issues, and/or issues in respect of compliance related building/property maintenance activity, and a reduction in the performance of statutory performance indicators for the Council's property assets, all of which could have a negative impact on the Council's reputation.
Stakeholders Other	Other stakeholders potentially impacted include Historic Environment Scotland (HES) and Private Contractors (Local and other).
Are there information gaps and, if so, what are these?	

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of this Budget Saving Proposal.

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Details of the Person(s) who completed the Assessment:	Name: Eddie Montgomery
	Position: Interim Head of Property Services
	Date: 12 th October 2022
Authorised by:	Name: Stuart Jamieson
	Position: Interim Director Environment and Regeneration
	Date:

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.